

➤ In America, a Long Life-
Time of Work Can be
Rewarding, and Pay Off in
Retirement

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Work

**Shifting the focus from retirement security, as important as that is,
to personal fulfillment needs to be a guiding principle**



Good Jobs

- **Extending the age of Social Security eligibility, either “early” retirement or normal, is the wrong policy**
- ○ **Discriminates against workers based on levels of work demand and income levels**
- ⑩ ➤ **Offering opportunities for good work experience is the only successful path to people working longer**
- ○ **Good jobs**
 - **Decent wages**
 - **Affordable health care**
 - **Retirement security program**
 - **DB pension**
 - **DC savings, with employer contributions**

Dimensions of Work

- ○ **Paying the bills**
- ○ **Raising a family & contributing to community**
- ○ **Financing an enjoyable lifestyle**
- ○ **“Bread & Roses, Too”**
- ○ **Spiritual fulfillment**

Basics for Structuring Rewarding Work in Later Years

- ○ **Decent wages**
- ○ **Health Care Coverage**
- ○ **Retirement security program**
- ○ **Satisfying Work**
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Path to Encouraging Workers to Remain in Workforce

★ Training/advancement opportunities



Working in Later Years

- ★ Success Stories – Short-Term
- ★ Success Stories – Long-Term

